

Message Text

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ACTION AF-06

INFO OCT-01 ISO-00 PER-03 ABF-01 /011 W

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R 260600Z MAR 75

FM AMEMBASSY MBABANE

TO SECSTATE WASHDC 7772

INFO AMEMBASSY GABORONE

AMEMBASSY MASERU

AMEMBASSY PRETORIA

UNCLAS MBABANE 0533

STATE FOR AF/EX

PRETORIA FOR RBFO

E.O. 11652: N/A

TAGS: AFSP, WZ

SUBJECT: INCREASE IN LOCAL SALARY SCALES

1. SUMMARY. THE EMBASSY HAS COMPLETED SURVEY OF SALARY SCHEDULES OF LOCAL COMPANIES, EMBASSIES, AND GOVERNMENT AGENCIES. THE FINDINGS SHOW THAT DURING THE TWO-YEAR INTERVAL SINCE THE EMBASSY SALARY SCALE BECAME EFFECTIVE IN APRIL 1973 ALL COMPANIES HAVE SUBSTANTIALLY RAISED THEIR SALARIES FOR LOCAL EMPLOYEES BY 10-14 PERCENT PER ANNUM. ACCORDINGLY, THE EMBASSY WILL PUT INTO EFFECT A NEW SCALE, PROVIDING FOR A 6-12 PERCENT SALARY INCREASE, AS WELL AS A CHRISTMAS BONUS EQUAL TO ONE MONTH'S PAY, BEGINNING WITH THE PAY PERIOD COMMENCING APRIL 13. POST FY-75 BUDGET ADEQUATE FUND THIS INCREASE. END SUMMARY.

2. THE SALARY SCHEDULE CURRENTLY IN USE IN SWAZILAND FOR OUR LOCAL EMPLOYEES IS BASED ON A COMPLETE SURVEY MADE IN DECEMBER 1972, AND PUT INTO EFFECT IN APRIL 1973. EMBASSY CONDUCTED SURVEY OF LOCAL BUSINESS ESTABLISHMENTS AND EMBASSIES IN FEBRUARY 1975 FOLLOWING THE GUIDELINES IN PARTS 3 AND 4 OF THE INTERAGENCY HANDBOOK ON LOCAL EMPLOYEE COMPENSATION. THIS SURVEY INDICATED THAT USG WAS UNCLASSIFIED

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NOT PAYING COMPETITIVE SALARIES. THE DISCREPANCY IS MADE

MORE GLARING BY THE FACT THAT THE GOVERNMENT OF SWAZILAND AND MANY LOCAL EMPLOYERS PAY A HOUSING ALLOWANCE, AS WELL AS A CHRISTMAS BONUS EQUAL TO ONE MONTH'S PAY, AS WELL AS A CHRISTMAS BONUS EQUAL TO ONE MONTH'S PAY, NEITHER OF WHICH WE NOW PROVIDE. OUR LOCAL EMPLOYEES AT THE UPPER LEVELS, FSL-5 TO FSL-2 ARE PARTICULARLY HARD HIT.

3. TWO OTHER FACTORS IN EMBASSY'S DECISION TO SURVEY LOCAL SALARIES WERE THE GOVERNMENT OF SWAZILAND'S RECENT DECISION TO RAISE THE SALARIES OF ITS EMPLOYEES, AND A SALARY SURVEY BEING CONDUCTED BY THE BRITISH HIGH COMMISSION. IF THESE INSTITUTIONS FURTHER INCREASE THEIR SALARIES BEFORE THE EMBASSY DOES, WE ARE IN DANGER OF LOSING OUR MOST PRODUCTIVE LOCAL EMPLOYEES.

4. IN ORDER TO CORRECT THE EXISTING IMBALANCE, THE EMBASSY WITH THE CONCURRENCE OF OTHER USG AGENCIES REPRESENTED AT POST WILL INSTITUTE AN INCREASE IN THE PRESENT SALARY SCALE OF 6-12 PERCENT, DEPENDING ON GRADE, PLUS A CHRISTMAS BONUS EQUAL TO ONE MONTH'S PAY.

5. POST ABLE TO FUND PROPOSED INCREASE. NET COST TO EMBASSY MBABANE BUDGET FOR FY-75 WILL BE \$35 FOR PROGRAM AND \$295 FOR SHARED. IN ACCORDANCE WITH 3 FAM 932.5A, EMBASSY WILL IMPLEMENT A NEW PAY SCHEDULE WITH PAY PERIOD BEGINNING APRIL 13, 1975.

5. COST FACTOR FOR EACH AGENCY WILL BE SUBMITTED SEPTTEL.

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 26 MAR 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975MBABAN00533
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D750105-0840
From: MBABANE
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19750314/aaaaamgb.tel
Line Count: 91
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION AF
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: woolflhd
Review Comment: n/a
Review Content Flags:
Review Date: 08 JUL 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <08 JUL 2003 by leeperne>; APPROVED <02 JAN 2004 by woolflhd>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
05 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: INCREASE IN LOCAL SALARY SCALES
TAGS: AFSP, WZ
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006